



## TRAINING OFFICER SERIES

This multi-level recruitment is for:

**TRAINING OFFICER I**

**6MV13-01**

**TRAINING OFFICER II**

**6MV13-02**

<b>Department:</b>	Department of Motor Vehicles
<b>Final Filing Date:</b>	August 8, 2016
<b>Type of Recruitment:</b>	Departmental Promotional
<b>Salary:</b>	<b>MONTHLY-RANGED-SALARY: TRAINING OFFICER I A - \$4,600.00 to \$5,758.00</b> <b>TRAINING OFFICER I S - \$4,602.00 to \$5,762.00</b> <b>TRAINING OFFICER II - \$5,311.00-\$6,598.00</b>
<b>Employment Type:</b>	Permanent Full-time Permanent Part-time Permanent Intermittent Limited Term Full-time Limited Term Part-Time Limited Term Intermittent
<b>Exam Type:</b>	State-wide

### EEO

The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.

### DRUG FREE STATEMENT

It is an objective of the State of California to achieve a drug-free state work place. Any applicant for state employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the state, the rules governing civil service and the special trust placed in public servants.

### WHO SHOULD APPLY?

This is a departmental promotional examination for the Department of Motor Vehicles. Applicants must:

1. must have a permanent civil service appointment with the Department of Motor Vehicles or meet the provisions of State Personnel Board Rules 234 or 235 by the final filing date; or
2. be a current or former employee of the Legislature, who resigned or was released from service, and with two or more consecutive years as defined in Government Code Section 18990; or
3. be a current or former non-elected exempt employee of the Executive Branch of government, who resigned or was released from service, and with two or more consecutive years (excluding those positions for which salaries are set by statute) as defined in Government Code Section 18992; or
4. be a person retired from the United States military, honorably discharged from active military duty with a service-connected disability, or honorably discharged from active duty as defined in Government Code Section 18991.

**Persons applying using Veterans experience must submit a copy of their DD214 with their Standard State Application (STD. 678).**

## FILING INSTRUCTIONS

Standard State Applications (STD. 678) must be marked “**Training Officer Series**” and submitted by the final filing date using one of the two options below:

**Postmarked by mail to:**

Department of Motor Vehicles  
Selection and Certification Unit  
**Training Officer Series**  
P.O. Box 932315, MS A208  
Sacramento, CA 94232-3150

**OR \*In person by 5 p.m. to:**

Department of Motor Vehicles  
Human Resources Branch  
“Selection & Certification Unit Drop Box”  
2415 1<sup>st</sup> Avenue, 1<sup>st</sup> Floor Lobby  
Sacramento, CA 95818

\*Standard State Applications (STD. 678) **must be placed in the “Selection & Certification Unit Drop Box” by 5 p.m. on the final filing date.** Standard State Applications (STD. 678) postmarked, personally delivered, or received via interoffice mail after the final filing date will **not** be accepted. Standard State Applications (STD. 678) will **not** be accepted via email or fax.

Standard State Applications (STD. 678) may be downloaded at the California Department of Human Resources’ JOBS website at [www.jobs.ca.gov](http://www.jobs.ca.gov). All applications/resumes must include "to" and "from" employment dates (month/day/year), time base, and official classification titles. Applications/resumes received without this information will be rejected.

**NOTE:** For applicants attempting to qualify for this examination under pattern II listed in “**REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION,**” transcripts or evidence of completion of the required education must be attached to the Standard State Application (STD. 678) at the time of filing. Standard State Applications (STD. 678) received without this information will be rejected unless pattern I requirements are met.

## SPECIAL TESTING ARRANGEMENTS

If you have a disability and need special testing arrangements, please mark the appropriate box on the Standard State Application (STD. 678). You will be contacted about specific testing arrangements.

## DEFINITION

**“Performing the duties of...”** To meet this requirement, the applicant must have the amount of experience in State service in the class (or be on a Training and Development Assignment or TAU to the class) specified.

**“Performing duties comparable in level of responsibility to...”** To meet this requirement, the applicant must have State service experience of appropriate type and length in a class at the same (or a higher) level of responsibility as the class specified.

**“Performing duties of a class comparable in level of responsibility to ...”** To meet this requirement, the applicant must have State service experience of appropriate type and length in a class at the same (or higher) level of responsibility as the class specified.

**“Equivalent to graduation from college”** The qualifications meeting this requirement are: Satisfaction of the requirements for a bachelor’s degree from an accredited college. The applicant must show receipt of a bachelor’s degree. If the formality of receiving a degree has not yet occurred, but the applicant has completed the requirements for a bachelor’s degree, a letter from the college or university stating that the applicant has met all the academic requirements for graduation is the only evidence of equivalency that is acceptable.

## ELIGIBLE LIST INFORMATION

A departmental promotional eligible list will be established for the Department of Motor Vehicles. The list will be abolished 12 months after it is established unless the needs of the service and/or conditions of the list warrant a change in this period.

## REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION

**NOTE:** All applicants must meet the education and/or experience requirements for this examination by the *final filing date*.

### **Training Officer I**

Experience applicable to one of the following patterns may be combined on a proportional basis with experience applicable to the other pattern to meet the total experience requirements, provided that the combined qualifying experience totals at least 30 months. Education may not be used to reduce this 30-month limit.

#### **Either I**

One year of experience in the California state service performing the duties of a Staff Services Analyst, Range C. (Persons applying experience toward this pattern must have had an assignment in California state service planning, organizing, conducting and evaluating employee training programs in a variety of subjects.)

#### **Or II**

**Experience:** Three years of experience in planning, organizing, conducting, and evaluating employee training programs covering a variety of subjects. (Experience in California state service applied toward this pattern must include one year of experience performing duties comparable in level of responsibility to those of a Staff Services Analyst, Range C.) **and**

**Education:** Equivalent to graduation from college. (Additional qualifying experience may be substituted for the required education on a year-for-year basis.)

(Promotional candidates who are within six months of satisfying the experience requirement for this class will be admitted to the examination, but they must fully meet the experience requirement before being eligible for appointment.)

### **Training Officer II**

Experience applicable to one of the following patterns may be combined on a proportional basis with experience applicable to the other pattern to meet the total experience requirements.

#### **Either I**

In the California state service, (1) one year of experience performing the duties of a Training Officer I or Personnel Training Consultant; or (2) one year of experience performing duties of a class comparable in level of responsibility to those of Training Officer I in technical or administrative personnel work which includes responsibility for planning, directing, and evaluating training programs.

#### **Or II**

**Experience:** Four years of experience in planning, organizing, and directing employee training programs covering a variety of subjects. (Experience in California state service applied toward this requirement must include at least one year performing duties comparable in level of responsibility to those of Training Officer I.) **and**

**Education:** Equivalent to graduation from college. (Additional qualifying experience may be substituted for the required education on a year-for-year basis.)

## POSITION DESCRIPTION

### Training Officer I

Under general direction, either: (1) in a small department to plan, organize, and conduct training programs of average complexity; or (2) in a large department, to organize, develop, coordinate, and conduct a major segment of a complex training program. Training Officer I positions perform the more responsible, varied and difficult training work and are assigned full journey person responsibilities requiring independence of action. Positions in this class may act as lead-person.

### Training Officer II

Under general direction, either: (1) in a medium-sized department with a training program of average complexity, to plan, organize, and conduct the total departmental program; or (2) in a large department, under the direction of a higher level Training Officer, to supervise a training unit responsible for a major segment of a complex training program. Training Officer II positions perform the most sensitive and difficult work and supervise a training staff.

**Positions exist statewide.**

## EXAMINATION INFORMATION

This examination will consist of a Qualifications Appraisal Panel Interview, weighted 100%. Candidates must achieve a minimum passing score of 70% in order to be placed on the eligible list.

It is anticipated that mandatory interviews will be held in **September/October 2016**.

**Interviews will be conducted in Sacramento and Orange counties only.**

## SCOPE OF EXAMINATION

### QUALIFICATIONS APPRAISAL PANEL INTERVIEW - WEIGHTED 100%

The Qualifications Appraisal Panel Interview will consist of predetermined job-related questions. Candidates will be provided a copy of the interview questions for a brief period of time before entering the interview room. The interview panel will evaluate the candidate's responses to each question using a predetermined rating scale and predetermined scoring criteria. This testing component measures the knowledge and abilities listed below.

## KNOWLEDGE AND ABILITIES

### Training Officer I

#### **A. Knowledge of:**

1. Principles and methods of employee training, counseling, and group leadership.
2. Training resources and equipment.
3. Analytical and statistical methods.
4. Principles of verbal and written expression.
5. Principles of public administration.

#### **B. Ability to:**

1. Plan, organize, conduct, and evaluate training programs.
2. Analyze data and situations accurately and adopt an effective course of action.
3. Speak, write, and lead conferences effectively.

### Training Officer II

#### **A. Knowledge of:**

1. Principles and methods of employee training, counseling, and group leadership.
2. Training resources and equipment.
3. Analytical and statistical methods.
4. Principles of verbal and written expression.
5. Principles of public administration.
6. Principles and techniques of planning and directing long-range comprehensive management development and training programs.
7. Methods and sources of financing training programs.
8. Principles and techniques of supervision and administration.

## KNOWLEDGE AND ABILITIES--CONTINUED

9. Department's Equal Employment Opportunity Program objectives.
10. A manager's role in the Equal Employment Opportunity Program and the processes available to meet equal employment opportunity objectives.

### B. Ability to:

1. Plan, organize, conduct, and evaluate training programs.
2. Analyze data and situations accurately and adopt an effective course of action.
3. Speak, write, and lead conferences effectively.
4. Direct and supervise others in training or related functions.
5. Effectively and creatively develop and utilize management and organization resources toward comprehensive long-range training programs.
6. Effectively represent management development and training before governmental executives, legislators, and private industry representatives.

## VETERANS' PREFERENCE

Veterans' Preference **will not** be granted for this examination, because it does not meet the requirements to qualify for Veterans' Preference.

## CAREER CREDITS

Career Credits **will not** be added to the final score of this examination.

## DISCLAIMER

Please click on the link below to review the official California State Personnel Board class specification:  
<http://jobs.spb.ca.gov/wvpos/jobspecs.cfm>.

## GENERAL INFORMATION

**For an examination with a written feature**, it is the candidate's responsibility to contact the Department of Motor Vehicles, Selection and Certification Unit at (916) 657-7553 three days prior to the written test date if he/she has not received his/her notice.

**For an examination without a written feature**, it is the candidate's responsibility to contact the Department of Motor Vehicles, Selection and Certification Unit at (916) 657-7553 three weeks after the final filing date if he/she has not received his/her notice.

**If a candidate's notice** of oral interview or Performance Test fails to reach him/her three days prior to his/her scheduled appointment due to a verified postal error, he/she will be rescheduled upon written request.

**Examination Locations:** When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. However, locations of interviews or performance evaluations may be limited or extended as conditions warrant.

**Standard State Applications (STD. 678)** are available at [www.jobs.ca.gov](http://www.jobs.ca.gov), local offices of the Employment Development Department, and the testing department on this examination bulletin.

**If you meet the requirements** stated on this bulletin, you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination described on this bulletin will be rated against predetermined job-related rating criteria. All candidates who pass will be ranked according to their scores.

**The Department of Motor Vehicles** reserves the right to revise the examination plan to better meet the needs of the state, if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules, and all competitors will be notified.

## GENERAL INFORMATION--CONTINUED

**General Qualifications:** Candidates shall possess the general qualifications of integrity, honesty, sobriety, dependability, industry, thoroughness, accuracy, good judgment, initiative, resourcefulness, courtesy, ability to work cooperatively with others, willingness and ability to assume the responsibilities and to conform to the conditions of work characteristic of the employment, and a state of health, consistent with the ability to perform the assigned duties of the class. Where the position requires the driving of an automobile, the employee must have a valid state driver's license, a good driving record and is expected to drive the car safely. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history, and fingerprinting may be required.

**Eligible Lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) sub-divisional promotional, 2) departmental promotional, 3) multi-departmental promotional, 4) service-wide promotional, 5) departmental open, and 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on the bulletin.

**Criminal Record Clearance Information:** Some positions, within various divisions of the Department of Motor Vehicles, are subject to fingerprinting and criminal records check requirements. The Department of Justice and Federal Bureau of Investigation will complete this check. Applicants will be notified during the hiring process if the position is affected by the criminal records clearance procedure. Criminal record clearance is a condition of employment in positions affected by this procedure.

**If Promotional Examinations Only:** Competition is limited to employees who have a permanent civil service appointment and military veterans that meet all the minimum qualifications. Under certain circumstances, other employees may be allowed to compete under provisions of Rules 234, 235, and 235.2. State Personnel Board Rules 233, 234, 235, 235.2, and 237 contain provisions regarding civil service status and eligibility for promotional examinations. These rules may be reviewed at departmental personnel offices, or at [www.jobs.ca.gov](http://www.jobs.ca.gov).

**If High School Equivalence is required:** Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Education Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

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California Relay Telephone Service for the deaf or hearing impaired

from TDD Phones: 1-800-735-2929 from Voice Phones: 1-800-735-2922

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